

Pengaruh pelatihan kepemimpinan mahasiswa universitas terhadap motivasi dan kinerja pengurus BEM UNJ periode 2019-2020 = The influence of leadership training on university student towards motivation and performance of BEM UNJ 2019-2020.

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Abstrak

SDM adalah harta yang paling berharga dan paling penting dimiliki oleh suatu organisasi, karena keberhasilan suatu organisasi sangat ditentukan oleh unsur manusia. Kualitas SDM pada sebuah organisasi bisa kita lihat dan ukur melalui kinerja dan motivasi pengurusnya. Motivasi mendorong individu memberikan yang terbaik dan bekerja sukarela bagi organisasi. Demi memiliki kinerja dan motivasi yang baik, seleksi pemilihan pengurus dalam organisasi sepatutnya dibuat sistematis dan tepat guna demi terwujudnya tujuan organisasi. Badan Eksekutif Mahasiswa Universitas Negeri Jakarta (BEM UNJ) sebagai salah satu organisasi eksekutif tertinggi tingkat universitas pun melakukan hal yang sama. Dalam seleksi kepengurusan, setiap tahunnya diadakan Pelatihan Kepemimpinan Mahasiswa Universitas (PKMU). Terdapat materi-materi penting yang diberikan selama PKMU berlangsung, dua diantaranya adalah Manajemen Isu sampai dengan Pengabdian Masyarakat. Setelah mengikuti PKMU, mahasiswa calon pengurus diharapkan sudah memiliki kompetensi demi menunjang tugas selama kepengurusan BEM UNJ. Namun, pada kenyataannya pengurus BEM UNJ masih belum maksimal dalam kemampuan mengawal dan menganalisis isu jangka panjang, menentukan prioritas isu, maupun kurangnya rutinitas evaluasi. Dalam menjalani pengabdian masyarakat melalui community development pun dirasakan kurangnya partisipasi pengurus BEM UNJ sendiri dibandingkan nonpengurus BEM UNJ yang turun langsung dalam kegiatan Pengabdian Masyarakat. Dengan itu, penelitian ini bertujuan melihat bagaimana pengaruh Manajemen Isu dan Pengabdian Masyarakat terhadap motivasi dan kinerja Pengurus BEM UNJ periode 2019-2020. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan pendekatan survei dan analisis jalur sebagai teknik analisis datanya. Peneliti menggunakan rumus slovin untuk teknik pengambilan sampel berjumlah 72 pengurus BEM UNJ periode 2018-2020. Teknik pengumpulan data melalui angket tertutup dan wawancara.

.....Human Resource is the most valuable and most important asset owned by an organization, because the acquisition of an organization is very much determined by humans. The quality of HR in the organization can be seen and measured through the performance and motivation of its management. Motivation encourages individuals to give their best and work voluntarily for the organization. In order to have a good performance and motivation, the election of management in an organization should be made systematic and appropriate for the realization of organizational goals. The Jakarta State University Student Executive Board (BEM UNJ) as one of the top university-level executive organizations does the same. In the management election, every year the University Student Leadership Training (PKMU) is held. Introduced as important material provided during the PKMU, two were published for Issue Management to Community Service. After receiving the PKMU, prospective student management is expected to already have the appropriate competencies to support the tasks during the management of BEM UNJ. However, at the time of approving the management of BEM UNJ it was still not maximal in its ability to oversee and analyze long-term

problems, determine priority problems, and improve evaluation routines. In approving community service through community development, it was considered that they had participated in BEM UNJ itself compared to non-administrators of BEM UNJ who directly participated in Community Service activities. Therefore, this study aims to look at how Issue Management and Community Service towards the motivation and performance of the UNJ BEM for the 2019-2020 period. The method used in this research is a quantitative method using survey and path analysis as data analysis techniques. The technique of acquiring data will be through closed questionnaires.